# Makes Data Can Make the Difference

Valicia Greenwood, Library Data Coordinator

Library Development and Networking Division

Texas State Library and Archives Commission

Webinar, September 14, 2023



## What to Expect Today

- What do you want to say?
- How do you say it?
- Where is the data?

Questions answered.





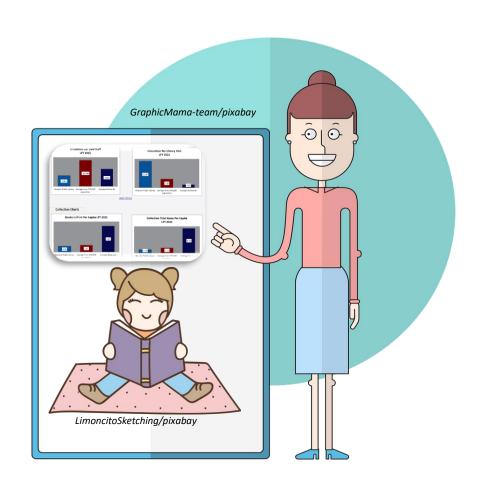


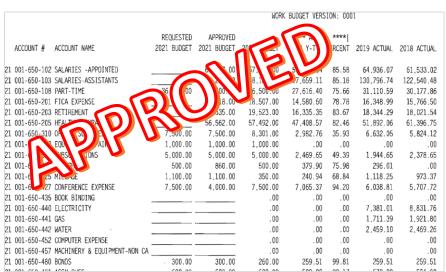
# Have patience



## True Story: Budget Talks









## Your Audience

Identify and Build Support



#### What Does Success Look Like?



Urban Libraries Council, Edge presentation



### Stakeholder

Individuals who can put a stake of support under your library or initiative, or a stake through the heart of it.

Rebecca Jones, Managing Partner, Dysart & Jones







Stakeholder Priorities Challenges Goals Participation Support **Partnerships** 

Communication



## Be Visible





https://www.lmtonline.com/news/article/Commissioners-to-hear-fairground-updates-discuss-17029521.php

https://cityofkctx.com/city-departments/administration/city-council/







If you are not at the table, then you are probably on the menu.



## Conduct Surveys



\_ibrary User Surveys: A How-To Guide

#### How to Design and Administer Surveys

As library workers, we all know the anecdotal importance and significance of what we do for our customers. There is something to be said though for measuring those sentiments

Resources v

**Quick Navigation** 

#### Maine State Library NOW OPEN at a Temporary Location

MSL Home | Digital Maine Repository | Digital Learning | Public | Libraries | Talking Books Plus

For more details regarding library hours and services, click here.

Maine.gov Agencies | Online Services | Help | Q Search Maine.gov

More Information About Curbside Pickup and Maine State Library Services | COVID-19 Information for Maine Libraries.





## Start with the positive

This	Or this
What are the needs of our community?	What are the strengths and assets of our community?
What needs to change in my community?	What do we value most about our community?
What are the barriers to creating change?	What is the essence of our community that makes it unique and strong?



## True Story: Bond for New Building







## Question<u>s</u>





# Plan

Look at the end goal and stay positive!

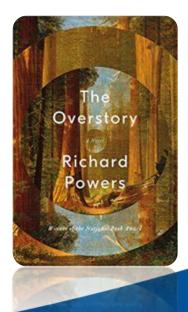


## Storytelling



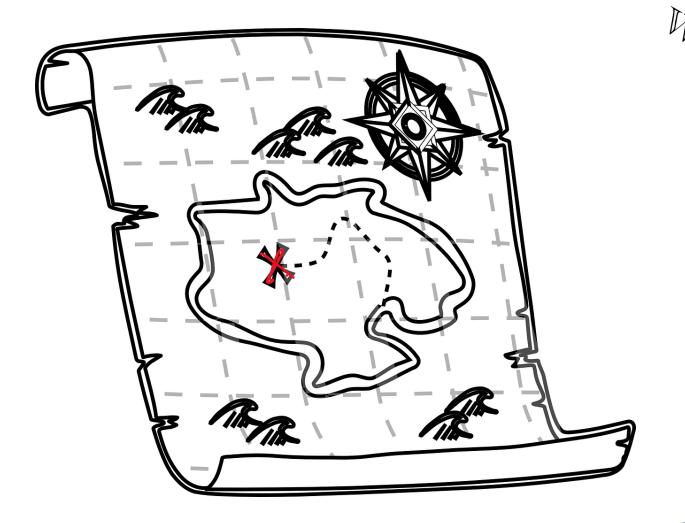
The best arguments in the world won't change a person's mind. The only thing that can do that is a good story.

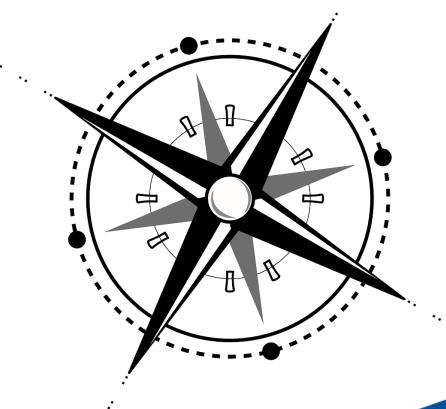
Richard Powers, The Overstory





## Begin with the End in Mind





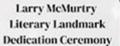


## Start with the Positive









Join the Archer Public Library as we honor Larry McMurtry's legacy with the dedication of a Literary Landmark in his name.

discussion of Larry McMurtry's life and work and a special screening from the Lonesome

> at the Royal Theater in Archer City, TX

Doors open at 5:30 PM light refreshments provided.

and outdated cultural depictions

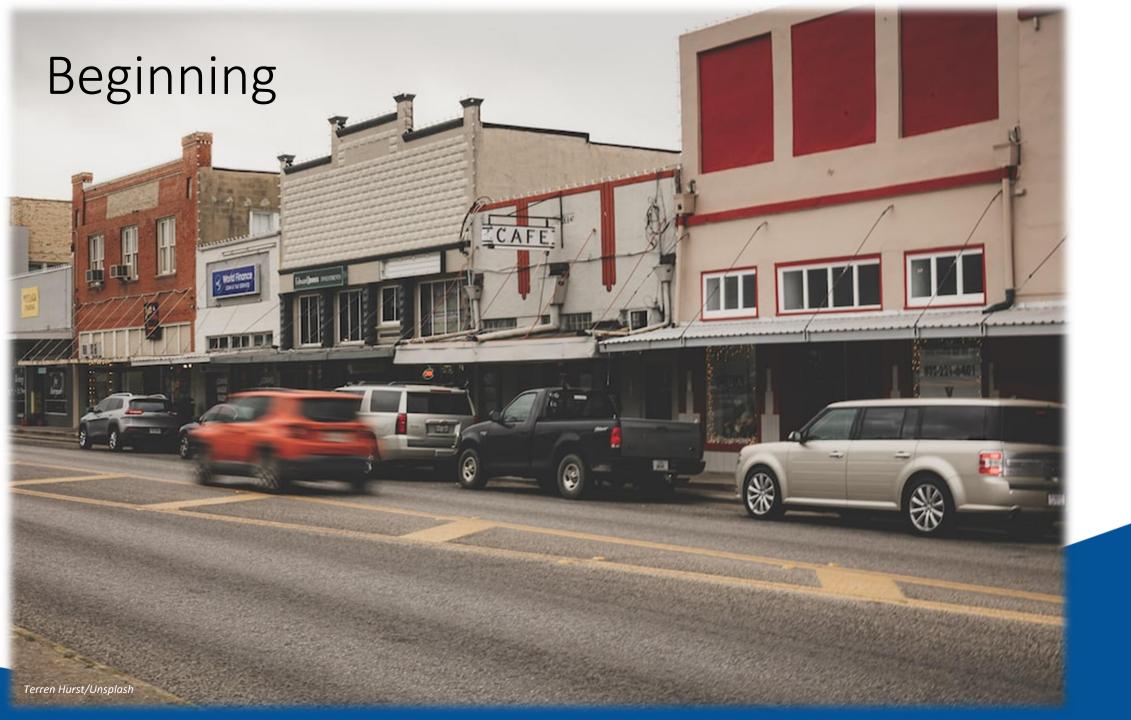




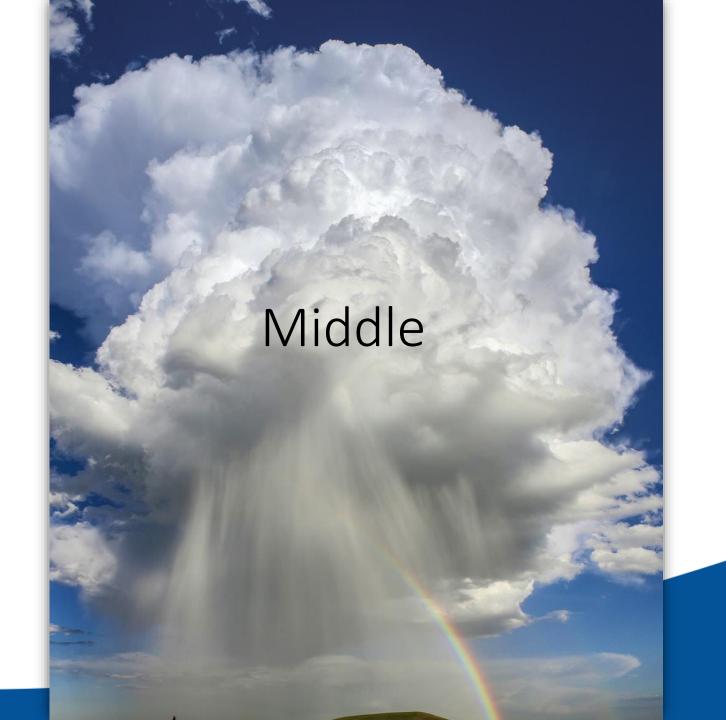


















## Villain

Challenges

Support

Goals

Partnerships

Participation

Communication





#### What Does Success Look Like?



Urban Libraries Council, Edge presentation





## Guide



## Remember!

A story that doesn't emotionally connect your solution to their problem isn't a story.



It's information.



Eric Hinson, Founder CEO, Explainify



# Identify Resources



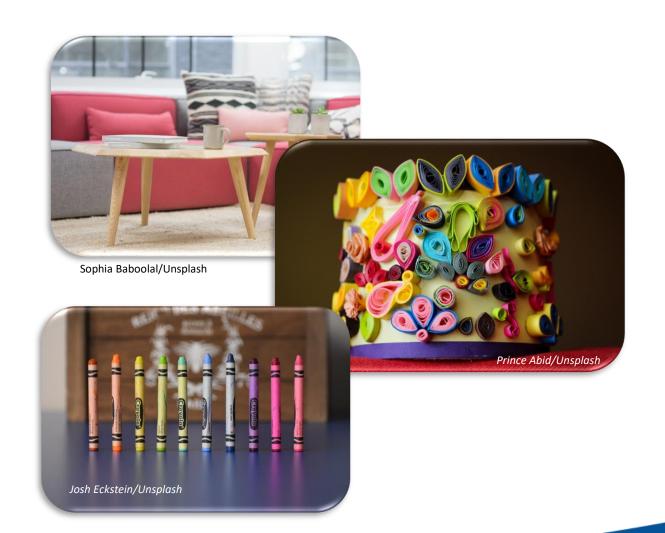
## Using Data

You are Wonder Woman and data is your magic lasso – a tool that strengthens your impact but has no value until you apply it purposefully.

Joel Schwartzberg, Author and Communication Expert



## True Story: Maintain Accreditation







Library Value Calculator

Services offered

Tax dollars expended

https://olc.org/roi-calculator/

2022 Library Services Return on Investment (ROI) Calculator				03.06.2023			
	Amount						
I. 2022 Total Library Operations Spending	\$0						
II. Circulation of Physical Books, DVDs, CDs etc							
Category	Circulation Count	Price per Item	Value	Comparison	Sellback	Net Value	% of Library Value
Books	0	\$23.80	S	0 Purchase	50%	\$0	V 11.11.C
Periodicals	0	\$6.00		0 Purchase	0%	\$0	
Movies on DVD/VHS	0	\$4.50	S	0 Rent	NA	\$0	
Music CD/Cassette	0	\$9.99	S	0 Purchase	50%	\$0	
Books on CD/Tape	0	\$10.47	S	0 Rent	NA	\$0	
Playaway/Tablet Books	0	\$10.47	S	0 Rent	NA	\$0	
Physical Circulation Subtotal						\$0	# <b>DIV</b> /0!
III. Electronic Circulation (eBooks, streamed	l movies, music do	wnloads etc.)					
, ,	Circulation						
Category	Count	Price per Item	Value	Comparison	Sellback	Net Value	
eBooks	0	\$12.50	S	0 Purchase	0%	\$0	
Audiobook Download	0	\$21.00		0 Purchase	0%	\$0	
Magazine Digital Downloads	0	\$6.00	S	0 Rent	NA	\$0	
Movies Streamed	0	\$4.00	S	0 Rent	NA	\$0	
Music Downloads	0	\$0.99	S	0 Purchase	0%	\$0	
Electronic Circulation Subtotal				_		\$0	# <b>DIV</b> /0!
IV. Reference Services							
IV. Reference Services	# of Items	Value/Use				Value	
Non-circulating Periodicals used by Patrons	0	\$6.00				\$0	
Tron-circulating renodicals used by rations	# of Library	# of Reference					
	Visitors	Items	Avg Cost	Value	Sellback	Net Value	
Use of Reference Materials	0	0	\$106.75	\$0	50%	\$0	
	# of Answers	Value/Hr.	Time/Answer	•		Value	
Reference Questions & Answers	0	\$50.00	6 minutes			\$0	
	Database # of						
	Times Used	Value/Use				Value	
Electronic Database Usage Method A*	0	\$10.00				\$0	
* SEE INSTRUCTIONS. Fill in ONLY Cell	Database Hrs.						
B32 OR Cell B34, not both.	Used	Value/Hr.					
Electronic Database Usage Method B*	0	\$40.00				\$0	
Reference Services Subtotal						\$0 °	#DIV/0!
V. Computer & Technology Services							
comparer & rectinology services	# of Hours	Price/Hr.				Value	





#### **Customized Library Data and Comparison Charts for Local Fiscal Year 2021**

Choose Your Library's City from the drop-down menu here:		
then click on one or more of	2021 Quick Report	to get a quick summary of the data for your library
these links:	2021 Charts	to see how your library compares to ones of similar size or to statewide measures

#### For direct comparisons, select up to five libraries here:

•	
Comparison Library City 1:	FileNameCity
Comparison Library City 2:	FileNameCity
Comparison Library City 3:	FileNameCity
Comparison Library City 4:	FileNameCity
Comparison Library City 5:	FileNameCity
then click this link:	2021 Comparison Charts

These charts are licensed under a Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License, based on the work of Connecticut State Library at http://libguides.ctstatelibrary.org/dld/stats/chartmakers



Valicia Greenwood, Library Data Coordinator Library Development and Networking, Texas State Library and Archives Commission, 2022

1-512-463-5465; 1-800-252-9386 (Texas toll-free)

ld services@tsl.texas.gov

## Texas Public Library Statistics



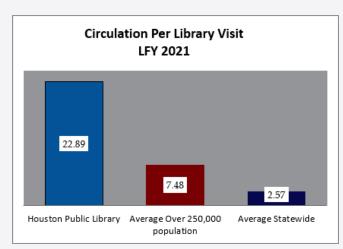
## Snapshot

Summary of information submitted on Annual Report

City	Houst	on Public Library	1	
County			•	
Houston   Houston Aries   Ho		al 2021 Fublic Li		
Region		Houston	EIDIIIIII OOEEEOIIOII	
County			Books in Print-items	1,954,237
Legal Establishment		I		84,299
Member   Population Served   2,304,580   Number of Branches   38   Number of Library Materials   38   Number of Library Mat	1 '	Citu		154,835
Downloadable Audio tems   62,48	1 ~	′1		127,902
Number of Branches   36   Number of Branches   36   Number of Bookmobiles   31   31   32   32   33   34   34   34   34   34				62,457
Local-Licensed Databases   1   Local-Licensed Databases   1   Local-Licensed Databases   1   Local-Licensed Databases   1   2,462,39	<b>.</b> .			78,577
Salaries and Wages   \$18,512,433   Total Collection-Items Per Capita   10,00   Salaries and Wages and Benefits   \$10,009,959   Subtotati. Mages and Benefits   \$10,009,959   Subtotati. Mages and Benefits   \$1,853,281   Electronic Materials   \$1,853,281   Electronic Materials   \$1,853,281   Electronic Materials   \$2,697,936   Digital Circulation-Children's   193,16   Digital Circulation-All Other Ages   581,85   Salaries and Wages Per Capita   \$1,831,325   Digital Circulation-All Other Ages   1,001,22   Salaries and Wages Per Capita   \$1,831,325   Salaries and Wages Per Capita   \$1,831,325   Salaries and Wages Per Capita   \$1,460,87   Salaries and Wages Per Capita   \$1,460,87   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,833,832   Salaries and Wages and Benefits as X of Total Operating Expenditures   \$1,831,833,833,833,833,833,833,833,833,83		1		83
Salaries and Wages   \$18,612,433   Employee Benefits   \$10,009,959   Substant Al-Agaps and Benefits   \$2,022,932   Print Materials   \$1,853,281   Electronic Materials   \$2,837,936   Electronic Materials   \$2,837,936   Electronic Materials   \$3,0477   Substant Al-Agaps and Benefits   \$40,457   Electronic Materials   \$1,853,281   Electronic Materials   \$1,853,281   Electronic Materials   \$1,90,477   Substant Al-Library Materials   \$1,90,477   Electronic Materials   \$1,90,40,477   Electronic Materials   \$1,90,477   Electronic Materials			Iotal Collection-Items	2,462,390
Employee Benefits	OPERATING EXPENDITURES		Books in Print-Items Per Capita	0.85
Subtotal: Mages and Benefits   \$29,022,392   Print Materials   \$1,853,281   Electronic Materials   \$1,853,281   Electronic Materials   \$2,697,936   Clicker Materials   \$30,477   Physical Circulation-Children's   714,38   Clicker Materials   \$30,477   Physical Circulation-Children's   531,853,281   Clicker Materials   \$30,477   Physical Circulation-All Other Ages   \$30,833,842,842   Clicker Materials   \$30,478   Physical Circulation-Children's   \$30,833,842   Clicker Materials   \$30,477   Physical Circulation-All Other Ages   \$30,833,833,833,833,833,833,833,833,833,8	Salaries and Wages	\$18,612,433	Total Collection-Items Per Capita	1.07
Print Materials	Employee Benefits	\$10,409,959		
Electronic Materials	Subtotal: Wages and Benefits	\$29,022,392	LOCAL LIBRARY SERVICES	ò
Dther Materials	Print Materials	\$1,853,281	Physical Circulation-Children's	714,343
Subtotal Library Materials   \$4,641,694   Digital Circulation—All Other Ages   1,001,201   Total Circulation   All Other Ages   1,001,201   Total Circulation   All Other Ages   1,001,201   Total Circulation   2,490,33   Total Operating Expenditures   \$13,813,885,818   Salaries and Wages Per Capita   \$12,59   Library Materials Expenditures Per Capita   \$18,96   Wages and Benefits as % of Total Operating Expenditures   66%   Victal Operating Expenditures   56%   Victal Operating Expenditures   56%   Victal Operating Expenditures   56%   Victal Operating Expenditures   50%   Victal Operating Expe	Electronic Materials	\$2,697,936	Digital Circulation-Children's	193,149
Subtotal Library Materials   \$4,641,694   Digital Circulation—All Other Ages   1,001,201   Total Circulation   All Other Ages   1,001,201   Total Circulation   All Other Ages   1,001,201   Total Circulation   2,490,33   Total Operating Expenditures   \$13,813,885,818   Salaries and Wages Per Capita   \$12,59   Library Materials Expenditures Per Capita   \$18,96   Wages and Benefits as % of Total Operating Expenditures   66%   Victal Operating Expenditures   56%   Victal Operating Expenditures   56%   Victal Operating Expenditures   56%   Victal Operating Expenditures   50%   Victal Operating Expe	Other Materials		1 -	581,694
Indirect Costs  Total Operating Expenditures  Salaries and Wages Per Capita  Library Materials Expenditures Per Capita  Total Operating Expenditures Per Capita  Wages and Benefits as % of Total Operating Expenditures  Wages and Benefits as % of Total Operating Expenditures  Library Materials as % of Total Operating Expenditures  Total Operating Expenditures as  % Total Operating Expenditures  Local Operating Expenditures  Local Operating Expenditures  Local Materials Expenditures  Local Materials Expenditures  Local Operating Expenditures  Local Operating Expenditures  \$ \$3,442,217  Total Coroulation Per Library Visit  Collection Turnover Rate  \$ \$22.6  Reference Transactions  178.75  Library Visits  Circulation Per Paid Staff Member  Circulation Per Paid Staff Member  Circulation Per Library Visit  Collection Turnover Rate  \$ \$2.6  Reference Transactions  178.75  Cotal Circulation Per Capita  100  Circulation Per Paid Staff Member  Circulation Per Library Visit  Collection Turnover Rate  \$ \$2.6  Reference Transactions  100  Total Circulation Per Library Visit  Collection Turnover Rate  \$ \$2.6  Reference Transactions  100  Total Circulation Per Library Visit  Collection Turnover Rate  Reference Transactions  100  Circulation Per Paid Staff Member  Circulation Per Library Visit  Collection Turnover Rate  Reference Transactions  100  Circulation Per Paid Staff Member  Circulation Per Library Visit  Collection Turnover Rate  Reference Transactions  100  Circulation Per Library Visit  Collection Turnover Rate  Reference Transactions  100  Circulation Per Library Visit  Collection Turnover Rate  Reference Transactions  100  Circulation Per Library Visit  Collection Turnover Rate  Reference Transactions  100  Circulation Per Library Visit  Collectio	Subtotal: Library Materials	\$4,641,694	Digital Circulation-All Other Ages	1,001,208
Salaries and Wages Per Capita   \$12.53   Library Materials Expenditures Per Capita   \$18.96   Library Materials Expenditures Per Capita   \$18.96   Library Materials as ½ of Total Operating Expenditures   \$6.5	Other Operating Expenditures	\$8,640,407		2,490,394
Salaries and Wages Per Capita   \$12.59   Library Materials Expenditures Per Capita   \$10.11   Library Materials Expenditures Per Capita   \$10.11   Library Wisits   \$10.80   Number of Library Program Attendance   \$23.45	Indirect Costs	\$1,381,325	Number of Registered Users	1,460,872
Library Materials Expenditures Per Capita \$10.11  Total Operating Expenditures Per Capita \$18.96 Wages and Benefits as % of Total Operating Expenditures 66% Library Materials as % of Total Operating Expenditures 11% Other Operating Expenditures as 20% X Total Operating Expenditures 52,000 Capital Outlay \$15,316,880  LOCAL OPERATING EXPENDITURES Local Materials Expenditures \$40,532,100 Local Materials Expenditures \$40,532,100 Local Government Expenditures \$40,532,100 City \$33,150,775 County \$33,150,775 County \$50hool District \$0 Subtratal Local Government Operating Fevenue \$33,150,775 Coundation and Corporate Grants \$1,538,293 Library Visits \$108.8 Number of Library Programs 7 Total Library Program Attendance 23,44 Total Circulation Per Capita 1 Circulation Per Paid Staff Member 2,59 Circulation Per Hour 2,313.4 Circulation Per Hour 2,22.6 Circulation Per Library Visit 22.6 Circulation Per Capita 2,22.6 Reference Transactions Per Capita 0.0 Library Visits Per Capita 0.0 Library Visits Per Capita 0.0 Library Visits Per Capita 0.0 City \$33,150,775 County \$40,532,100 City \$33,150,775 County \$40,532,100 City \$33,150,775 County \$40,532,100 City \$33,150,775 County \$40,532,100 City City City City City City City City	Total Operating Expenditures	\$43,685,818		
Total Operating Expenditures Per Capita \$18,96 Wages and Benefits as % of Total Operating Expenditures 66% Library Materials as % of Total Operating Expenditures 11% Other Operating Expenditures 2 20% % Total Circulation Per Capita 2 20% % Total Operating Expenditures 2	Salaries and Wages Per Capita	\$12.59	Reference Transactions	178,798
Wages and Benefits as % of Total Operating Expenditures         68%         Total Library Program Attendance         23,4%           Library Materials as % of Total Operating Expenditures         11%         Total Circulation Per Capita         1.0           V. Total Operating Expenditures         20%         Circulation Per Paid Staff Member         5,9           Capital Outlay         \$15,316,880         Circulation Per Hour         313.4           Local Materials Expenditures         \$3,442,217         Collection Turnover Rate         22.6           Total Local Operating Expenditures         \$40,532,100         Reference Transactions Per Capita         0.0           Local Government Expenditures         \$40,532,100         Library Program Attendance         22.6           Collection Turnover Rate         22.6         Reference Transactions Per Capita         0.0           Local Government Expenditures         \$39,150,775         Library Visits Per Capita         0.0           City         \$39,150,775         STAFFING (Full-time equivalents)         Library Visits Per Capita         0.0           City         \$39,150,775         Collection Turnover Rate         0.0         0.0           City         \$39,150,775         STAFFING (Full-time equivalents)         1.0           City         \$39	Library Materials Expenditures Per Capita	\$0.11	Library Visits	108,817
Library Materials as % of Total Operating Expenditures   11%	Total Operating Expenditures Per Capita	\$18.96	Number of Library Programs	783
Other Operating Expenditures as 20% X Total Operating Expenditures \$15,316,880    LOCAL OPERATING EXPENDITURES  Local Materials Expenditures \$3,442,217   Total Local Operating Expenditures \$40,532,100   Local Government Expenditures \$40,532,1				23,495
./. Total Operating Expenditures         207. Capital Outlay         \$15,316,880         Circulation Per Paid Staff Member         5,9 Circulation Per Hour         313. Circulation Per Hour         313. Circulation Per Hour         22.6 Circulation Per Hour         22.6 Circulation Per Hour         22.6 Circulation Per Library Visit         22.6 Circulation Per Library Visit         22.6 Circulation Per Library Visit         22.6 Circulation Per Paid Staff Member         25.0 Circulation Per Hour         25.0 Circulation Per Hour         26.0 Circulation Per Library Visit         22.6 Circulation Per Library Visit	Library Materials as % of Total Operating Expenditures	11%	Total Circulation Per Capita	1.08
10   10   10   10   10   10   10   10		20.2		
Circulation Per Library Visit   22.6	% Total Operating Expenditures			5,901
Collection Turnover Rate   22.6		\$15,316,880		313.49
Total Local Operating Expenditures	LOCAL OPERATING EXPENDITURES		Circulation Per Library Visit	22.89
Docal Government Expenditures	Local Materials Expenditures			22.89
Library Visits Per Capita   0.00				0.08
City	Local Government Expenditures	\$40,532,100		0.01
City         \$39,150,775         STAFFING (Full-time equivalents)           County         \$0         Librarians with ALA-MLS         77.5           School District         \$0         Other Librarians         64.5           Subtotal: Local Government Operating Revenue         \$39,150,775         Other Paid Staff         280.0           Foundation and Corporate Grants         \$1,538,293         Total Paid Staff         422.0	ODER LYING BELIEFINE BY LOCUBOR		Library Visits Per Capita	0.05
County         \$0         Librarians with ALA-MLS         77.5           School District         \$0         Other Librarians         64.5           Subtotal: Local Government Operating Revenue         \$39,150,775         Other Paid Staff         280.0           Foundation and Corporate Grants         \$1,538,293         Total Paid Staff         422.0		<b>\$39.150.775</b>	STAFFING (Full-time equivale	ntsì
School District \$0 Other Librarians 64.5 Subtotal: Local Government Operating Revenue \$39,150,775 Other Paid Staff 280.0 Foundation and Corporate Grants \$1,538,293 Total Paid Staff 422.0	1 *		•	
Subtostal: Local Government Operating Revenue     \$39,150,775     Other Paid Staff     280.0       Foundation and Corporate Grants     \$1,538,293     Total Paid Staff     422.0	1 '			
Foundation and Corporate Grants \$1,538,293 Total Paid Staff 422.0				
rederal Hevenue \$3,100,100   I flead Librarian's Dalary \$110,10				
			•	
				40.00
Other Local Revenue \$0   Total Volunteer Hours (Per Year)   Total Revenue \$43.842,786   Population Per ALA-MLS 29.736.				0 29,736.52
				23,730.52 5,461
Local Government Revenue Per Capita         \$16.99         Population Per Total Paid Staff         5,4           Total Revenue Per Capita         \$19.02	• · · · · · · · · · · · · · · · · · · ·		Population Per Total Paid Starr	5,461
CAPITAL REVENUE ILL/RESOURCE SHARING	·	\$15.02	ILL IDESCUDCE SHADING	
		#1E 210 000		3,187
	Total Capital never ide	₹15,310,000		1,602
EACH TIES INTERNET AND ELECTRONIC DECOURCES	EACH ITIES		INTERNET AND ELECTRONIC DEC	DUDCEC
FACILITIES INTERNET AND ELECTRONIC RESOURCES		202 000		
				458
				14,702
				27,836,110
Hours open per week 55 Number of Website Visits 1,579,32	nouis open per week	55	Number of Website Visits	1,579,326

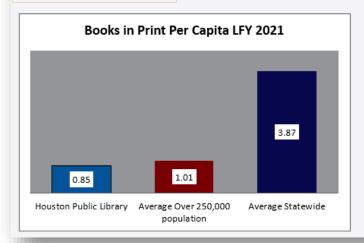


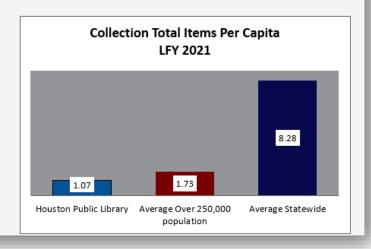
# Circulation per paid Staff LFY 2021 14,398 9,658 Houston Public Library Average Over 250,000 Average Statewide population



return to top

#### Collection Charts





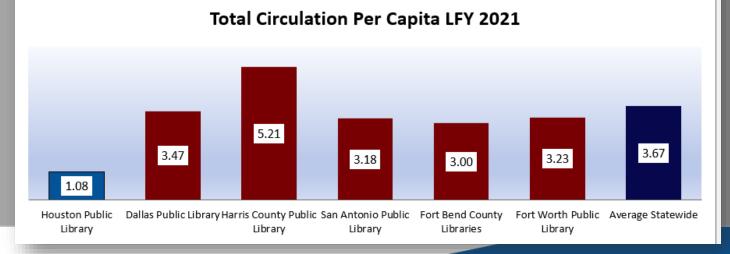
## Copy/Paste Charts

28 different measures to select or display



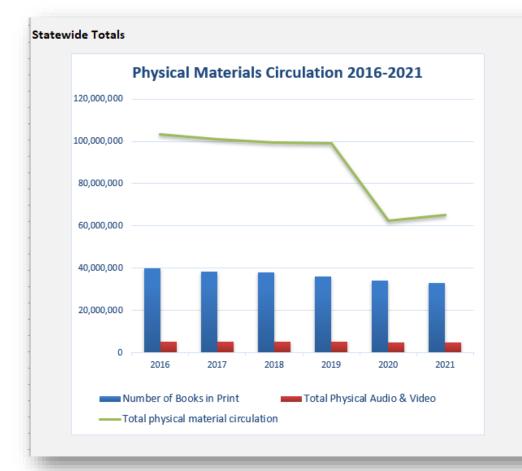
## Comparisons

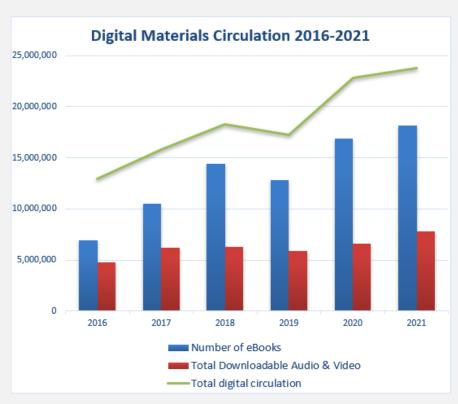




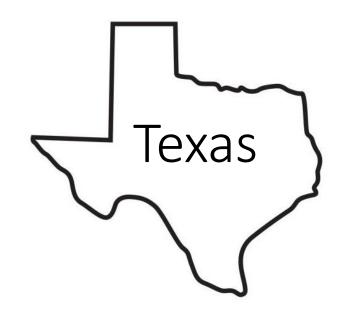


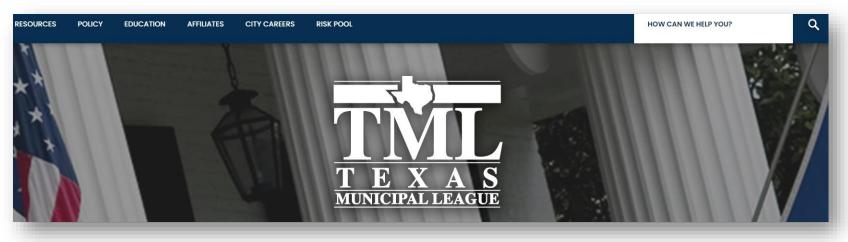
#### Five-Year Trends









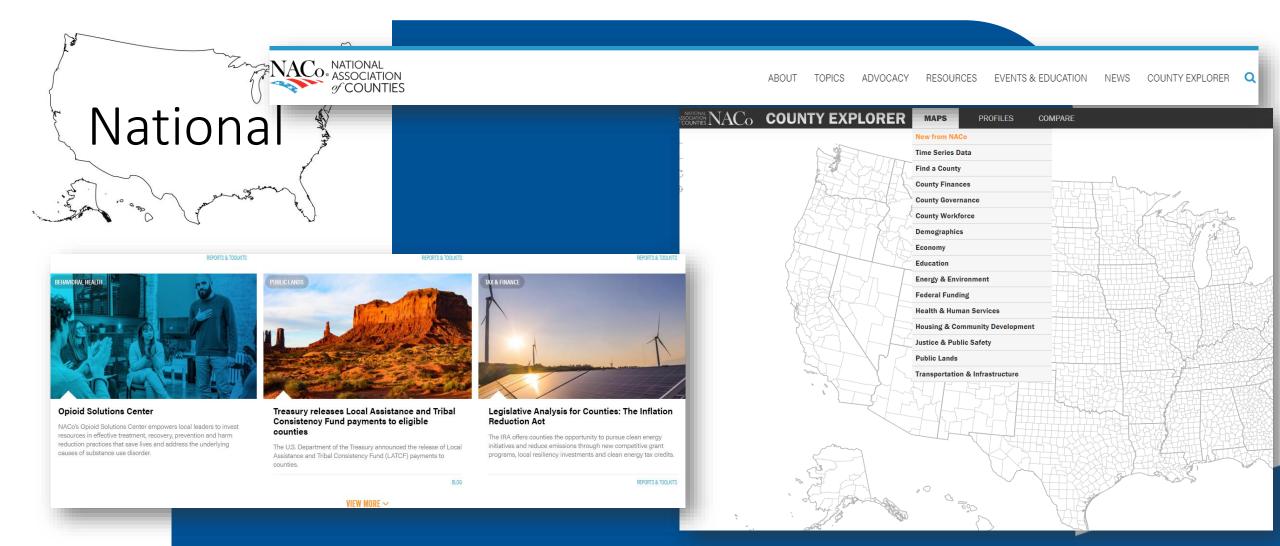


#### **Texas Municipal League (TML)**

#### **Texas Association of Counties (TAC)**







#### **National Association of Counties (NACo)**





#### **National Public Library Data Collection**

MuseumandLibrary
SERVICES

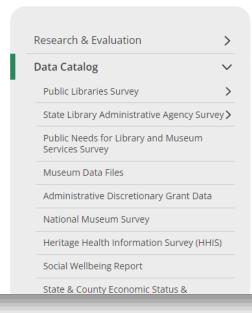
About

Grants

**Our Work** 

Home > Data > Data Catalog

#### Data Catalog





#### Library Search & Compare

This web-based tool provides an easy way to query, browse, view, and download data about individual libraries from the Public Libraries Survey. You can also find your library's FSCS code: The FSCS ID is listed after each library's name in parentheses.



#### Public Libraries Survey (PLS)

Conducted annually since 1988, PLS is your definitive source on the state of public libraries in the United States. Explore the PLS data to find key information on over 9,000 public library systems and 17,000 public library outlets nationwide.



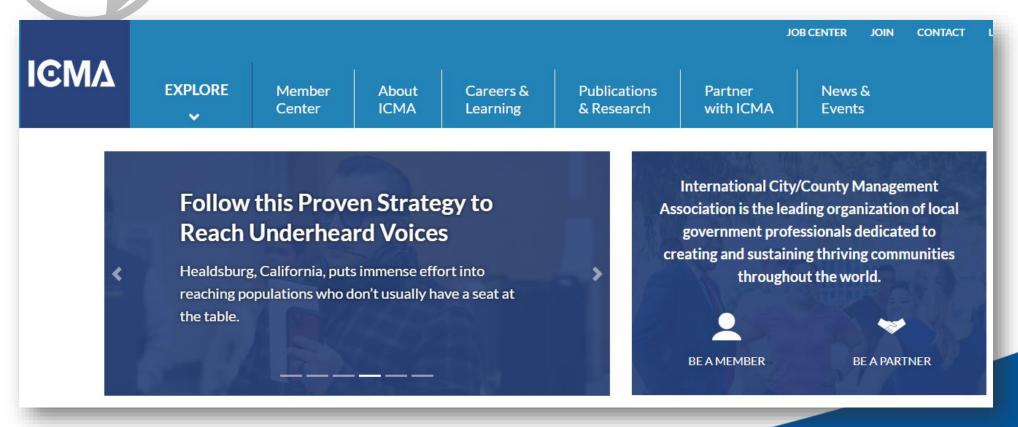
#### **PLS Benchmarking Tables**

These sortable tables showcase 3 years' worth of key indicators of public library use, financial health, staffing and resources at the national, state, and library service area levels.



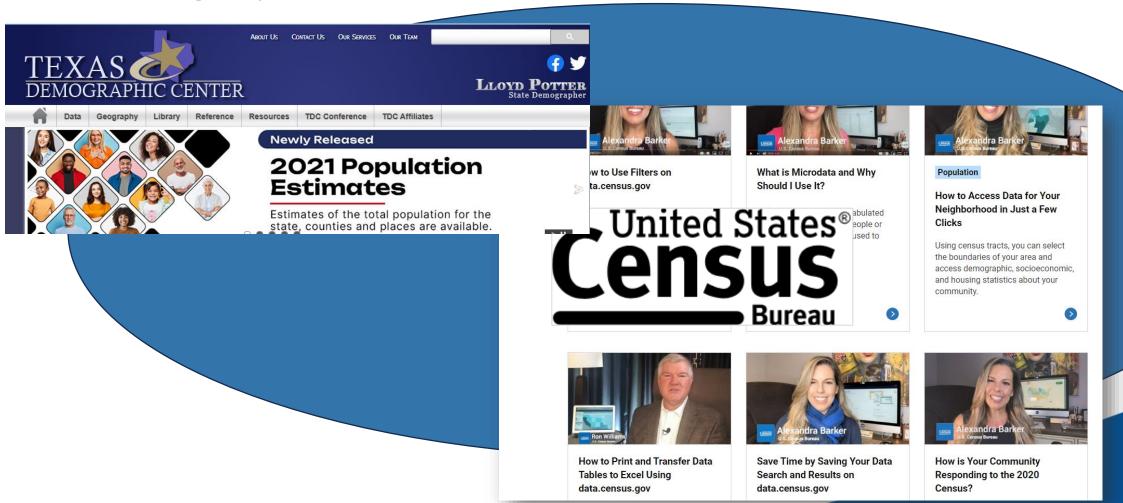


## International City/County Management Association (ICMA)

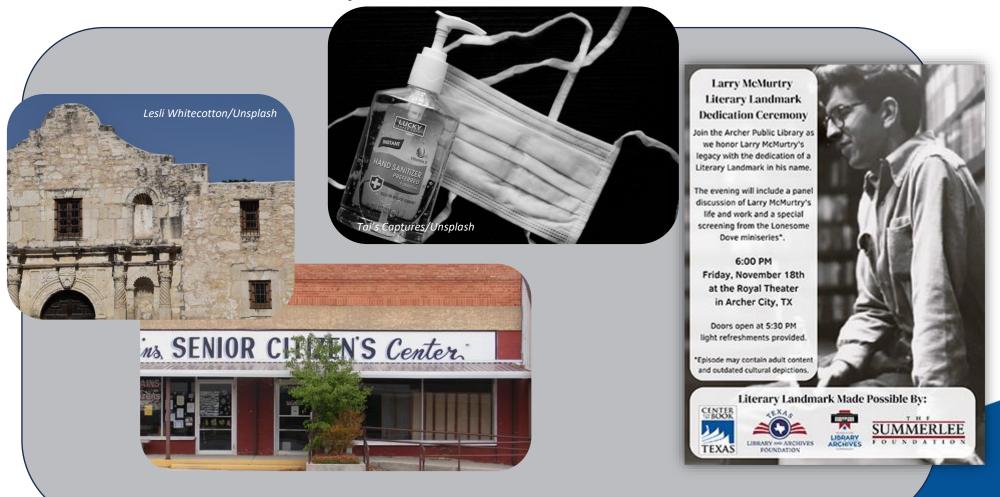




#### Demographic Information

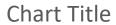


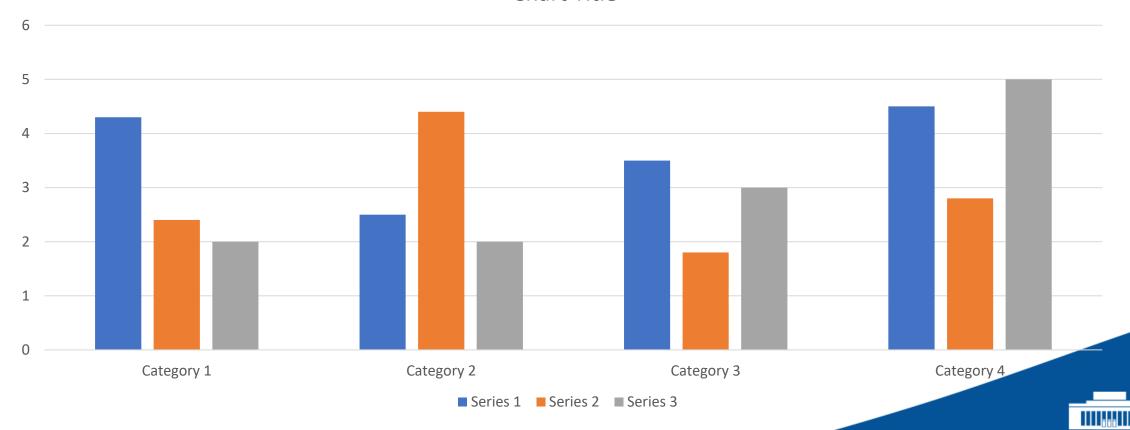
Data isn't always a number

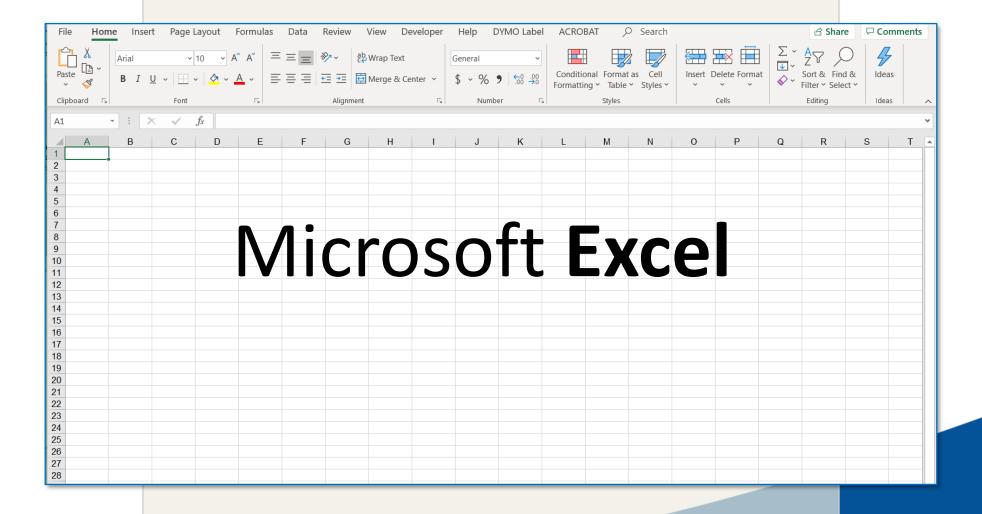




## Questions

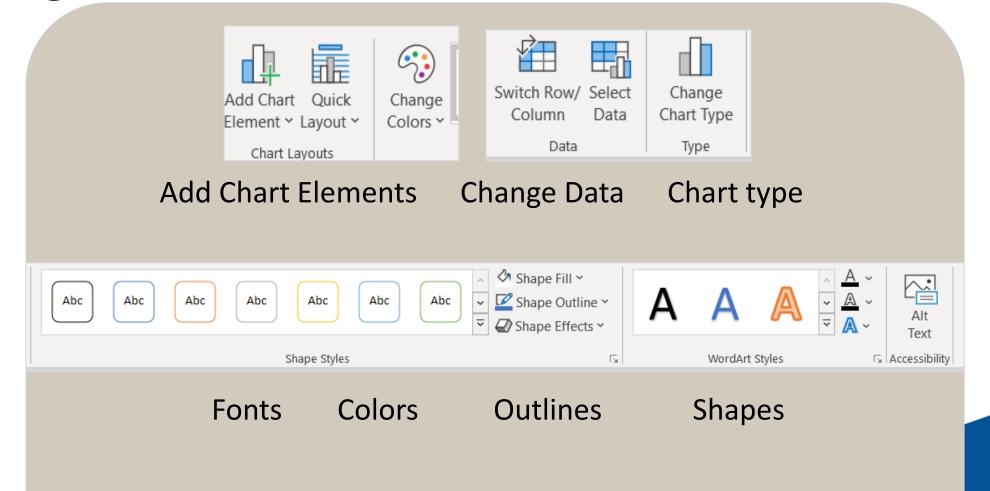




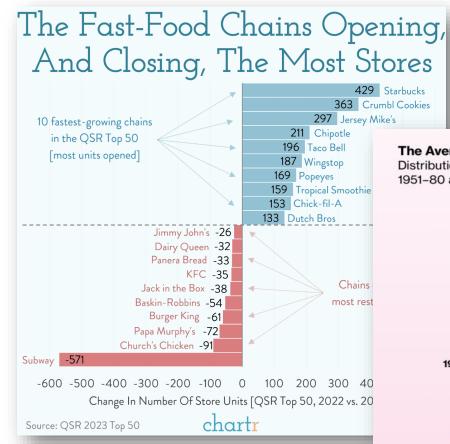




### Design and Format





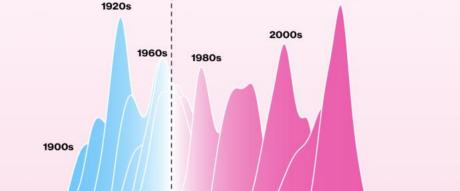


https://www.chartr.co/

#### Charts



1951-80 AVERAGE



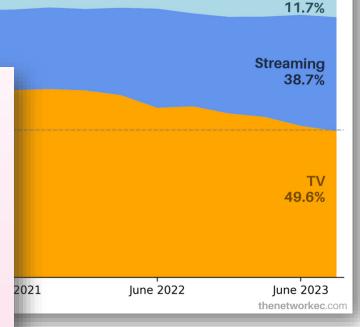
Source: NASA Goddard Institute for Space Studies GISS Surface Temperature Analysis version 4, data accessed Aug. 4.

+0.5

-0.5



Distribution of monthly TV usage (United States)



https://www.reddit.com/r/dataisbeautiful/



**Others** 

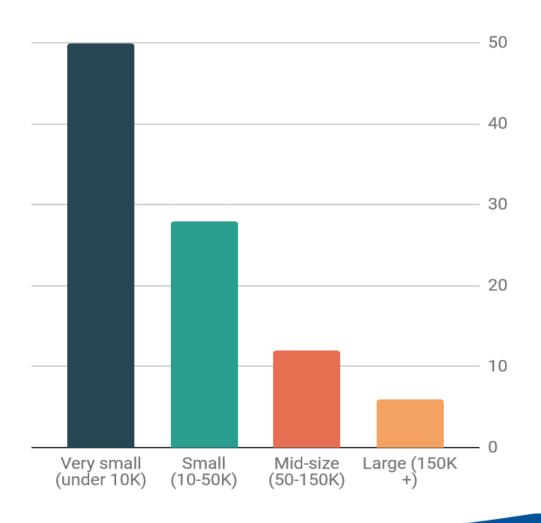
+1.0°C

100%

75%

2020s

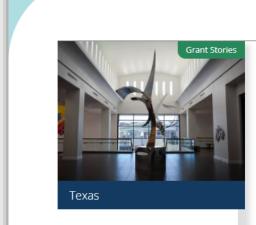
## Highlight your inference



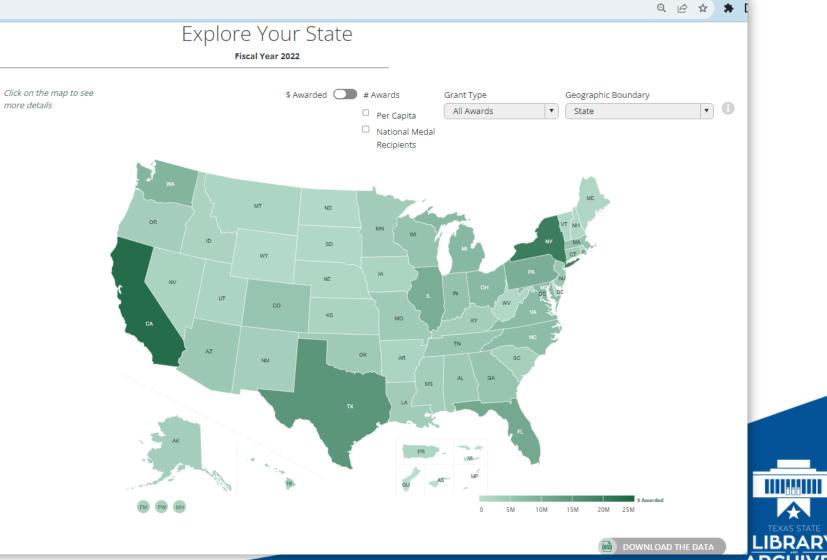
**50 out of 96** participants served small communities of <10,000 people



## Map Highlight

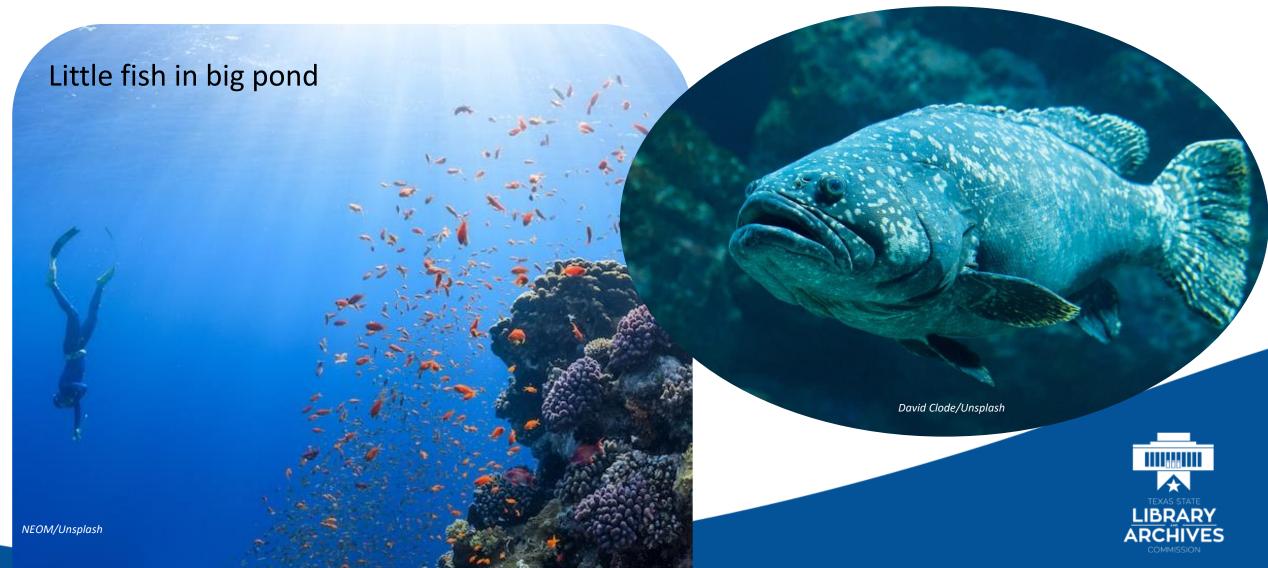


With IMLS funding, the University of Texas at Austin investigated how small and often rural libraries contribute to community viability. A focal point for this study was the aftermath of natural disasters, when libraries were repurposed as disaster relief centers during the recordbreaking 2017 hurricane season in the Gulf and fire season in Western regions. Partnering with experts at Florida State University, researchers focused on the factors important in library resiliency in the face of disasters and crises, improved planning and management tools, and deepened their understanding of resilience features appropriate to stressed environments. The team conducted case studies on several small, public libraries along the Texas



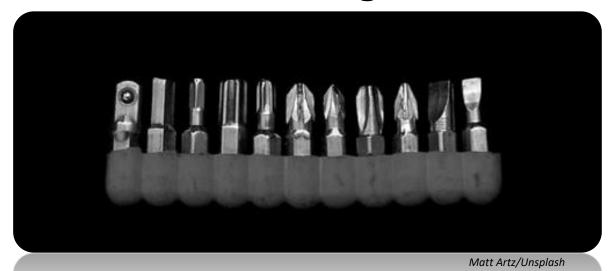
Put Numbers in Context

Big fish in little pond





# Present short bits of text and image.





## One message per slide.





Alexander Grey/Unsplash

#### Re-Cap

Know and grow your audience.

Plan: start with the positive; focus on the end goal. Identify resources; incorporate data to make the message more compelling





Preparation
Planning
Practice
Present





# Thank you! Greenwood,

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